



Defense Civilian Personnel Data System (DCPDS) Update

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Systems
CPMS**



DCPDS Scope

- Largest HR automated system in the world
- Over 800,000 civilian employee records
- Over 1,500,000 position records
- Appropriated and non-appropriated fund, local national, National Guard
- Titles 5, 10, 20, 28, 29, 32, 33, and 38
- 500,000+ process rules
- 490 tables with 5,000 data elements
- 1.75M pay and benefit transaction combinations



DCPDS Transformation

- Transforms civilian HR processes and the delivery of HR support services and provides platform for further transformation
- Replaces 10 legacy civilian HR systems
- Supports all targeted DoD civilian employees and organizations (FOC as of September 2002)
- Processes all civilian personnel transactions, generates reports and maintains employee history
- Provides interface with the DoD automated payroll system
- Delivers personnel management information to supervisors' and managers' desktop computers
- Provides corporate civilian workforce information to senior DoD leaders
- Saves DoD over \$200M per year during the system's 15-year life cycle



DCPDS Applications

- Commercial-off-the-shelf (COTS) software
 - Oracle Human Resources (Federal Product)
 - Oracle Training Administration (OTA)
 - Complaints Action Tracking System (CATS)
 - Resumix
- DoD-developed software
 - Customized code: demonstration projects, non-appropriated fund, local national, National Guard Bureau
 - DoD applications: COREDOC, AutoRIF, Customer Support Unit (CSU) application, Productivity



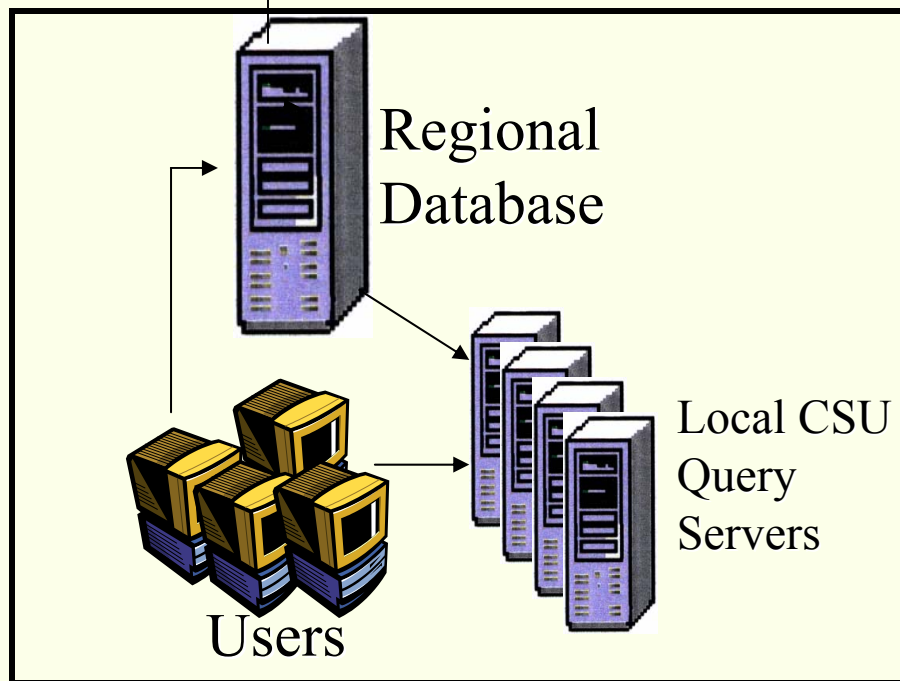
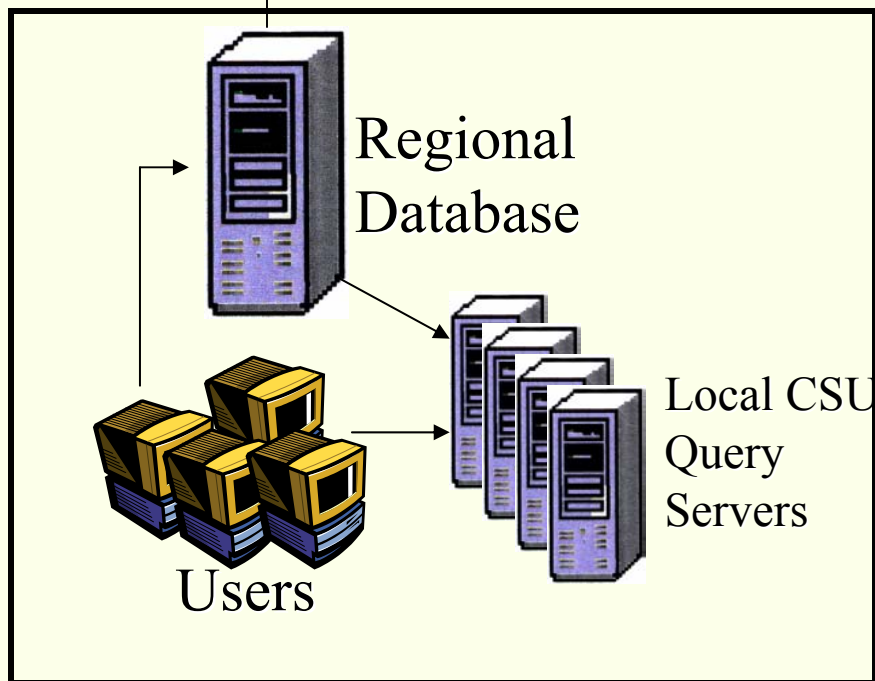
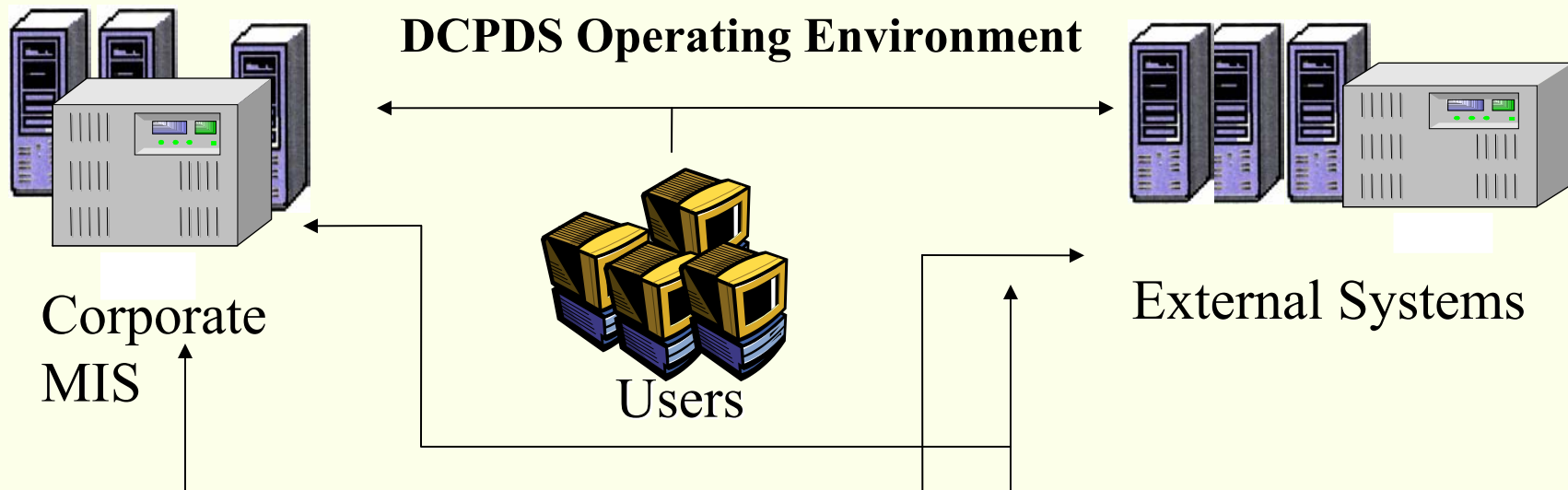
DCPDS Operations

- Deployed to all DoD regions
 - CONUS and OCONUS sites
 - 22 Regional Service Centers or Equivalents (8 Army, 7 Navy, 1 Air Force, 1 NGB, 5 DoD Agencies)
 - 302 Customer Support units
- Operated with 15 database instances
 - 1 Army, 1 Air Force, 7 Navy, 1 NGB, 5 DoD Agencies
 - Reduced from 22 regional instances in FY03



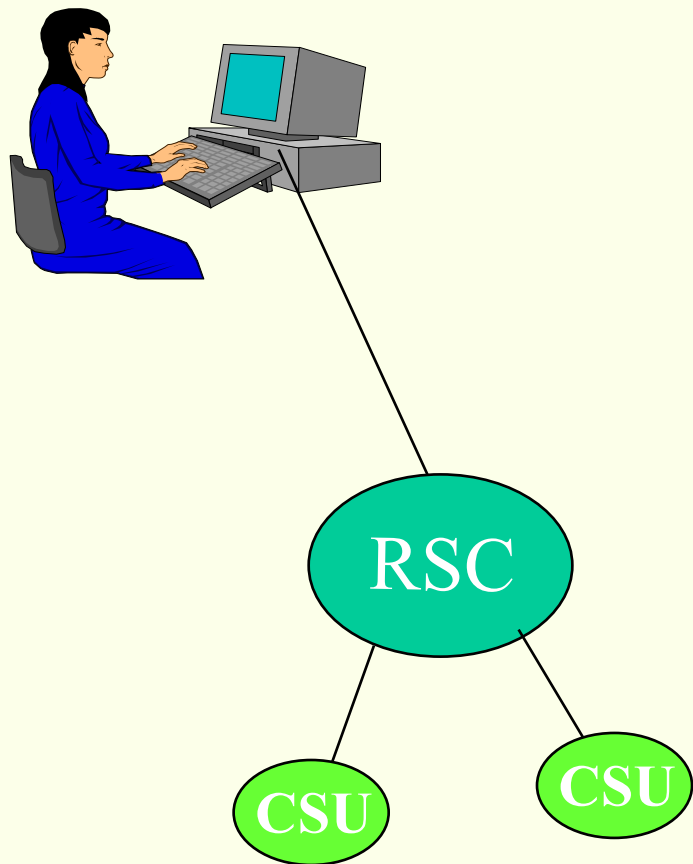
DCPDS Database Consolidations

- Army Centralization completed in June 2003
 - DCPDS production Oracle databases consolidated from ten into one, using “M2M” process
 - New Army Central Data Center hosted at Rock Island, IL
 - Preparation covered a 12-month period
 - o Hardware acquisition
 - o Database cleanup
 - o Business process standardization
 - o Functional testing
- Navy projected consolidation
 - Physical consolidation of servers at Jacksonville, FL – DISA Megacenter
 - Preparation for database consolidation





CPMS/LMSI and Component Responsibilities



- CPMS/LMSI Support
 - Configuration management
 - Database administration
 - Performance monitoring
 - Backup and recover
 - Software distribution
 - Help desk
 - System administration
 - Network management
 - Application sustainment and maintenance
 - System security
- Component Support
 - Support WAN
 - Procure/maintain HW
 - Monitor LAN
 - Provide local security
 - Request & coordinate system change request



System Security

- Inherent in DCPDS architecture
 - Encryption of data between user desktop and database
 - Access control via User ID & password protection
 - Secure database views
 - VPN configuration between servers
- CPMS – approves accreditation & issues DCPDS System Security Authorization Agreement (IAW DITSCAP)
- Components – provide local information systems security for operational sites
 - Network security
 - Physical security



DCPDS for Managers

- Initiate and track status of personnel actions
- View information about subordinate employees
- Create, modify, and update position management and classification information
- Initiate training requests for employees
- Retrieve information for their organizations and print reports



DCPDS Customer Support Unit (CSU) Application and Database

- Read-only query and reports database
- Standard and ad hoc queries and reports
- Nightly refreshes
- Manager/supervisor access
- Up-to-date information at the desktop
- Accessible via application layer or third party tool



DCPDS Corporate Management Information System (CMIS)

- Consolidated DoD-wide civilian employee/position data from all DCPDS databases
- Corporate-level data query and reporting
- Region HR transactions in CMIS
- Currently over 800K employee records
- Strategic workforce planning, trend analysis, mobilization and contingency planning
- Analytical capability for DoD-wide, Component, cross-servicing, functional community levels
- Current focus: data reliability, refresh process, fine-tuning
- Future focus: data warehousing option



DCPDS System Changes and Enhancements

- **Change Control Board (CCB)**
 - Reviews proposed functional changes to DCPDS software
 - Evaluates cost/benefit and priority
 - Recommends and approves changes for execution
- **System Innovation Subcommittee (SIS)**
 - Advisory to CCB
 - Component-sponsored proposals, system enhancements, COTS applications and other initiatives to enhance DCPDS
 - Recommendations for DoD-wide implementation
 - Current focus on EOPF and staffing alternatives
- **Engineering Review Board**
 - Reviews proposed technical changes (hardware and non-application software)
 - Reviews CCB changes for technical impact



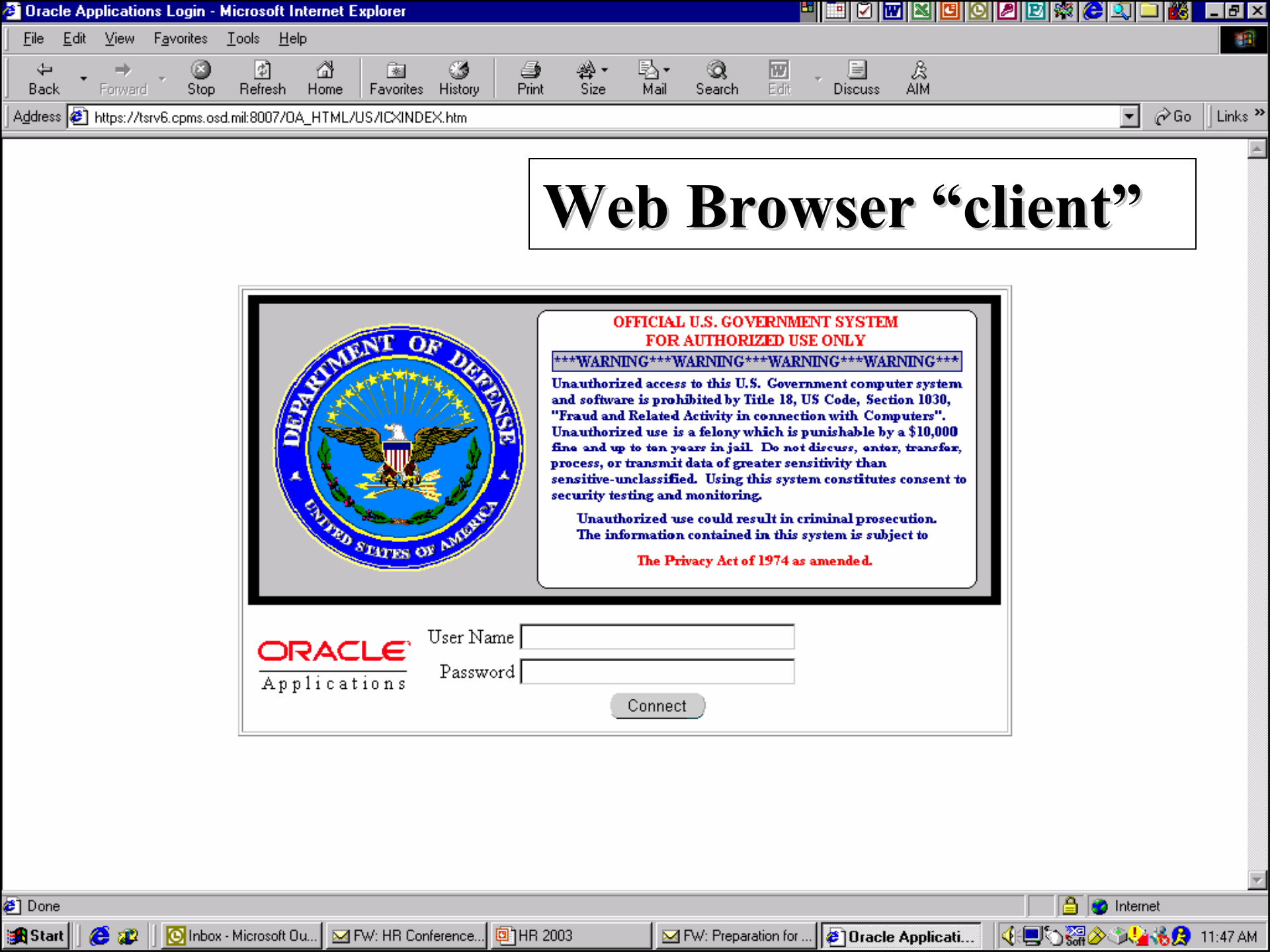
DCPDS Oracle 11i Upgrade July 18 thru August 1

- Upgrades Oracle Federal HR application from client-server (10.7) to web-based version (release 11i)
- Eliminates desktop client loads
 - Users access Oracle application via standard web browser
 - Leverages web technology
- Upgrades all DCPDS custom code and interfaces
- Upgrades all sites simultaneously
- Provides improved functionality, security, scalability, system performance



DCPDS Oracle 11i Preparation

- Complete functional test of DCPDS Oracle Federal HR 11i with DoD customizations - November 2002 thru June 2003
- Over twenty test migrations by Lockheed Martin to ensure efficient and refined migration process – December 2002 thru June 2003
- 11i Stress Tests to ensure acceptable system performance – May 2003
- System security reaccreditation following Security Test & Evaluation – February thru March 2003
- CPMS Train-the-Trainer (TTT) sessions – March & April 2003 (Component end-user training – June/July 2003)
- Complete readiness review with contractor – June 2003



Web Browser “client”



OFFICIAL U.S. GOVERNMENT SYSTEM FOR AUTHORIZED USE ONLY

WARNINGWARNING***WARNING***WARNING***

Unauthorized access to this U.S. Government computer system and software is prohibited by Title 18, US Code, Section 1030, "Fraud and Related Activity in connection with Computers". Unauthorized use is a felony which is punishable by a \$10,000 fine and up to ten years in jail. Do not discuss, enter, transfer, process, or transmit data of greater sensitivity than sensitive-unclassified. Using this system constitutes consent to security testing and monitoring.

Unauthorized use could result in criminal prosecution.
The information contained in this system is subject to

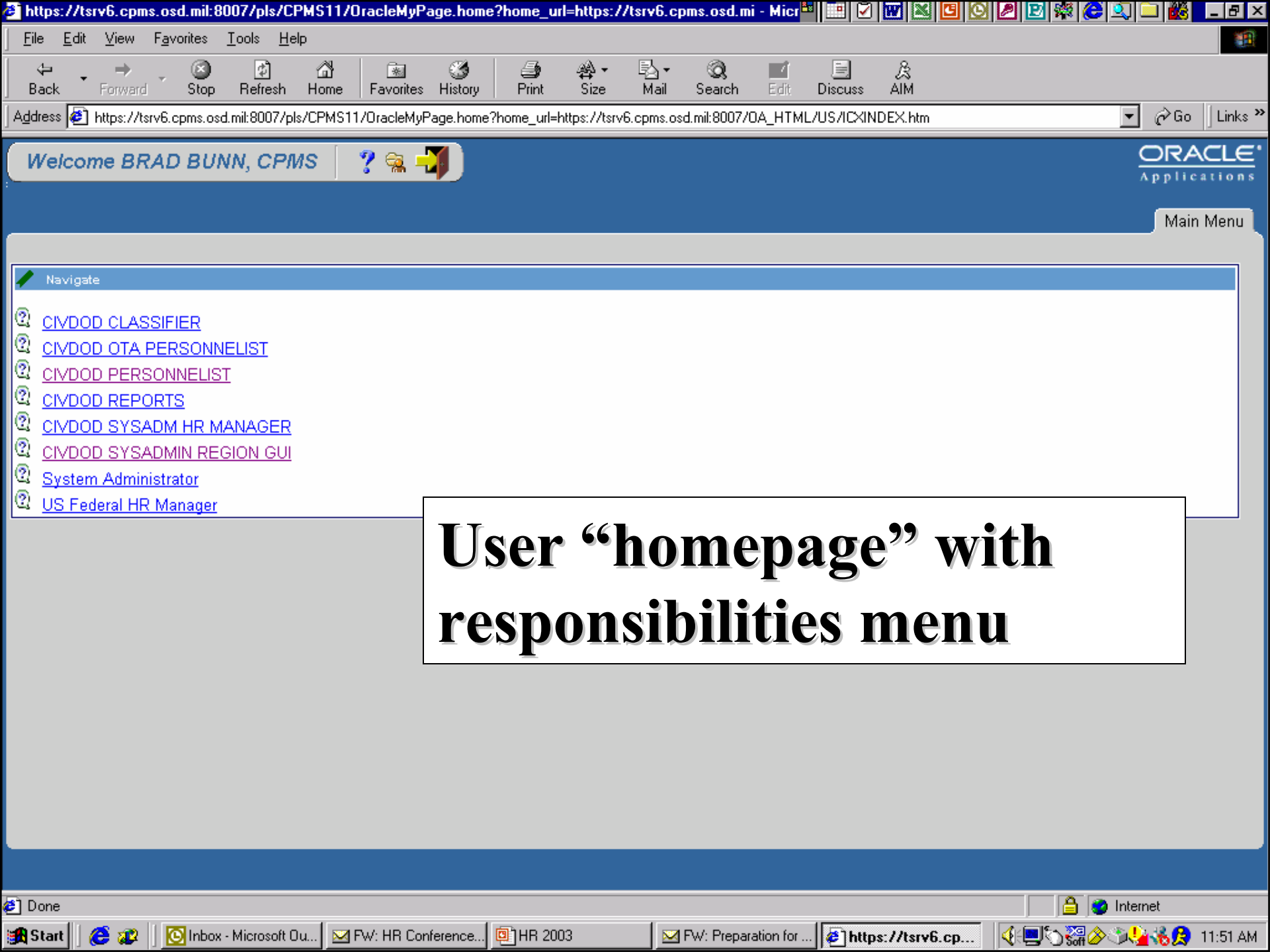
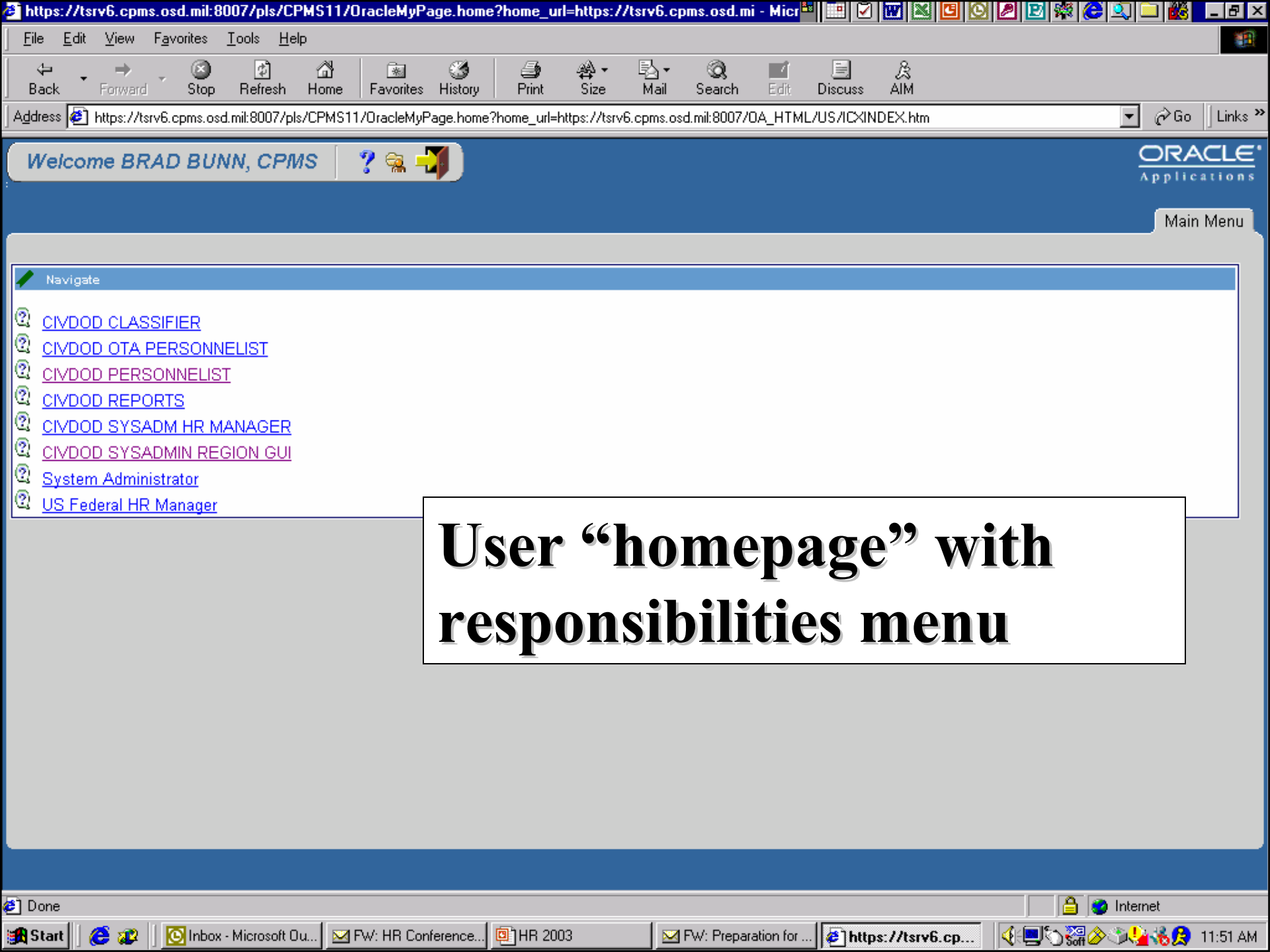
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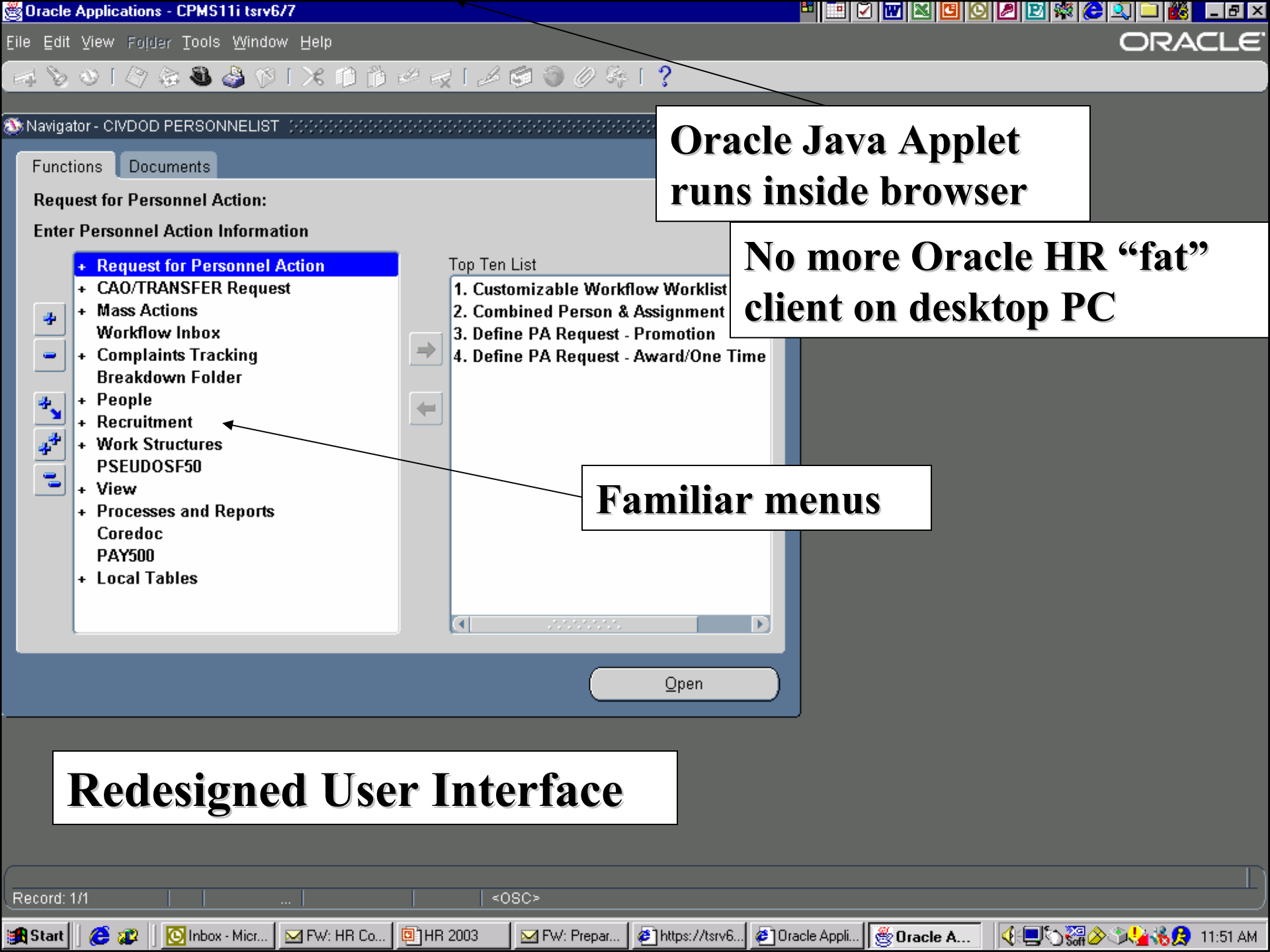
ORACLE
Applications

User Name

Password

Connect





**Oracle Java Applet
runs inside browser**

**No more Oracle HR “fat”
client on desktop PC**

Familiar menus

Redesigned User Interface



Request for Personnel Action (Appointment, Routing Group: CIVDODHR)

PART A - Requesting Office

1 Actions Requested

Appointment

2 Request Number

D3MAR000NEWSQT005190

3 For Additional Information Call (Full Name)

Telephone Number

4 Prop. Eff. Date

ASAP

5 Action Requested By (Full Name)

Title

Request Date

6 Action Authorized By (Full Name)

Title

Concurrence Date

PART B - For Preparation of SF 50

1 Last Name

First Name

Middle Name

2 Social Security Number

3 Date of Birth

4 Effective Date

FIRST ACTION

5-A Code

5-B Nature of Action

5-C Code

5-D Legal Authority

5-E Code

5-F Legal Authority

SECOND ACTION

6-A Code

6-B Nature of Action

6-C Code

6-D Legal Authority

6-E Code

6-F Legal Authority

•New tabs
•New tool bar

Record: 1/1 ... <OSC>

Start | [Icons] | [Inbox - ...] | [FW: H...] | [HR 2003] | [FW: Pr...] | [https://...] | [Oracle ...] | [Oracl...] | [Notifica...] | [Launch...] | [Taskbar Icons] | 11:54 AM



Navigator - CMDOD.PERSONNELIST

Person Summary(hubw, Qjiph Q)

Full Name **hubw, Qjiph Q** Social Security **277-27-1771**

Person: Information Person: Military/Education Assignment: Information

Date of Birth **05-09-1968** Gender **Female**

Citizenship **1** **U.S. Citizen, includes U.S. Nationals**

Race or National Origin **E** **White, not of Hispanic origin**

Appointment Type **1A** **Competitive - Career**

Type of Employment **1** **Full Time Employee In Pay Status**

FERS Coverage **A** **Automatically Covered By FERS**

Previous Retirement Coverage **N** **Never Covered**

Agency Code Transfer From

Date Last Promotion **10-13-1996**

Date Conversion Career Begins

Date Conversion Career Due

Date VRA Conversion Due

SCD

Leave	01-01-1995
Civilian	01-01-1995
RIF	01-01-1995
TSP	01-01-1995

**New Feature:
Person
Summary**

Person Summary

One place to go
for employee
data



Navigator - C:\DOD_PERSONNEL\LIST Person Summary(hubw, Qjiph Q)

Full Name **hubw, Qjiph Q** Social Security **277-27-1771**

Position: Extra Information Position: Organization/Appropriation Code/Etc. Pay: Salary Pay: Benefits

Payroll Office ID	PE	DOD Payroll Office, Pensacola, FL(PE)
Work Schedule	F	Full-Time
Position Type	Appropriated Fund Position	
LEO Position Indicator	0	No Applicable Program
FLSA Category	E	Exempt
Bargaining Unit Status	RH3138	American Federation of Government Employees (AFGE) I
Position Sensitivity	1	Nonsensitive (NS) National Security Risk
Position Occupied	1	Competitive Service
Supervisory Status	8	Non-Supervisory
Type Employee Supervised	99	NOT APPLICABLE
Functional Class	81	Clinical Prac, Counseling, & Ancillary Medical Svcs
Key Emergency Essential	N	Position Not Designated Emergency-Essential Or Key

**Information
Grouped by Tabs**



11i Upgrade at DCPDS Sites

- Two-week upgrade period
- HR database offline from COB July 18
- CPMS and technical contractor responsible for migration planning and execution
- Upgrade completed by Aug 1
- Contingency plans in place (e.g., emergency payroll actions, communications or hardware failures)
- Not like deployment (from legacy to modern)
 - No pipeline actions to build
 - No user accounts to build
 - No change in DCPDS data
 - Minimal user training



Post 11i Migration Focus

- Problem report priority list
- Continued emphasis on Oracle COTS enhancements
- Component recovery from down time
- System monitoring and response
- Web-enabled CSU application
- Web-enabled Resumix (release 6.4)



Other Program Initiatives

- Business Management Modernization Program
 - Integration with Business Enterprise Architecture
 - HR/Payroll system integration
 - Employee self-service
- E-Gov initiatives participation
 - E-Payroll
 - Enterprise Human Resources Integration (EHRI)
 - E-Clearance
 - E-Training
 - Recruitment One-Stop



Summary

- DCPDS transforms civilian HR processes and delivery of HR support services
- DoD's enterprise system is key to efficient civilian HR operations
- Focus continues on system maturity and improvements
- DCPDS supports DoD and Federal initiatives to centralize HR automated systems
- DCPDS supports future transformation initiatives

www.cpms.osd.mil